

POLICE RECRUIT/PEACE OFFICER (LATERAL)
Salary and Benefits
Effective 2007

Monthly Salary

	<u>Step A</u>	<u>Step B</u>			
Police Recruit	\$3,932.19	\$4,128.80			
	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Peace Officer Lateral	\$5,026.40	\$5,277.71	\$5,541.59	\$5,818.69	\$6,109.61

Note: Police Recruit, a non-sworn position, will attend the Police Academy to receive the necessary knowledge, skills, and abilities to become a successful Peace Officer. The Chula Vista Employees Association (CVEA) will represent the Police Recruit until promotion to Peace Officer. Once promoted, the employee will then be represented by the Police Officers Association (POA) effective on the date of promotion.

The following benefits are offered to Peace Officers represented by POA:

Retirement

The City provides the 3% at 50 formula and contributes the employee's 9% share to the Public Employees Retirement System (PERS). The City does not participate in Social Security, but participates in Medicare.

Health Benefits

The City pays FULL COST of Kaiser and dental HMO coverage for safety employees and their dependents. There is a \$600 yearly, out-of-pocket premium for Pacificare HMO coverage. Safety employees that elect the dental PPO Plan pay the difference in premium between the dental HMO and dental PPO for themselves and their dependents.

Life Insurance

The City provides \$50,000 group term life insurance.

Vacation and Holidays

This position receives 10 days of vacation for the 1st - 4th year of service; 15 days for the 5th – 9th year; 20 days for 10th-14th year; 25 days for 15th and succeeding years of service plus 5 floating holidays and 7 fixed holidays.

Sick Leave

Sick leave is accrued at the rate of 3.69 working hours for each bi-weekly pay period of service, 96 hours annually.

Bilingual Pay

\$200 per month

Education/POST Incentive Pay

\$200 for an Associate's degree; \$300 for a Bachelor's degree or Advanced/Supervisory POST; \$350 for a Bachelor's degree and Advanced/Supervisory POST; \$400 for a Master's degree or higher.

Uniform/Equipment

All regulation police uniforms and equipment (excluding shoes) will be provided at City's expense.

Recruitment Incentive Program

Bonus equivalent to 10 hours of base pay when he/she refers an individual to the department as a Police Recruit or Peace Officer and the individual successfully completes the academy and probationary process and becomes a permanent employee.